



PARAMOUNT PAPER

GUIDE TO INTELLIGENT OPERATIONS



THE GUIDE TO INTELLIGENT OPERATIONS

Future success depends on a fundamental shift in the traditional operations model.

Paramount is a full-scale, virtual land department offering consulting, technology, and outsourcing services designed to give companies a sustainable competitive edge by empowering them to achieve Intelligent Operations (I.O.).

Intelligent Operations is a strategic approach to land management that advances the traditional operating model through applied intelligence and human ingenuity to improve agility, resiliency, and adaptability.

For the last few decades, our team has worked with and within many different land departments, from small, private operators to equity backed startups to large, public companies. With experience in land supervision in drilling thousands of wells in every major basin throughout the entire United States, handling billions in A&D due diligence, we've seen it all – through feast and famine – and know what really works in each phase of the land project life cycle.

With this knowledge, we've put a new spin on land services and have built a full-scale, vertically integrated, on-demand, virtual land department. This is a scalable resource our teammates who previously worked in-house wished they had with their companies during the periods of previous spikes of activity or extreme budget cuts. With a team built of traditional field landmen, former in-house landmen and land managers, lease analysts, GIS analysts, division order analysts, and land administrators, we have the clones you are looking for.

To maximize value and productivity in your own land department, we've developed a well-traveled, proven guide to get you where you want to go. The end goal is a well-organized, cost-effective land department where accurate answers take minutes, not hours or days, and monotonous tasks are delegated or automated, freeing up time for you and your core staff to handle the tasks and deals that deliver maximum value for your organization, partners, and shareholders.

Are you ready for reliable scalability, simpler processes, faster answers, better decisions, and generating more value?

Use this guide as inspiration to take immediate, value-adding action in your department.

INTELLIGENT LAND OPERATIONS



TAKE CONTROL
OF YOUR DATA



MAXIMIZE ENGAGEMENT
& PRODUCTIVITY



REMAIN AHEAD
OF THE CURVE



ESTABLISH CLEAR
COMMUNICATION &
ACCOUNTABILITY



MAKE YOUR
BUDGET GO
FURTHER



DELIVER
MAXIMUM
VALUE



TAKE CONTROL OF YOUR DATA

- ☐ All assets and agreements accurately mapped
- ☐ All records digitized with OCR (searchable)
- ☐ Data in land system is accurate, up-to-date, and tracks obligations
- ☐ Processes and workflows are in place to mitigate backlog
- ☐ Data subscription offerings vetted and best fit selected/implemented



ESTABLISH CLEAR LINES OF COMMUNICATION & ACCOUNTABILITY

- ☐ Weekly, monthly, and quarterly meeting rhythms established and agendas created
- ☐ Chat platform utilized by entire department for all internal communication
- ☐ KPIs created to measure individual success in all core functions (quantitatively measure if you've had a good day)
- ☐ Department scoreboard kept up-to-date and visible to all employees and partners
- ☐ Complete organizational chart with clearly defined roles, responsibilities, and expectations
- ☐ Statements of work utilized for all projects



MAXIMIZE WORKER ENGAGEMENT AND PRODUCTIVITY / BUILD CULTURE

- ☐ Every team member has a coach or mentor who conducts bi-weekly one-on-ones with them
- ☐ Core values are clearly articulated and alive within department
- ☐ Praise and recognition regularly given to individuals doing the right things
- ☐ Opportunities for coworker social engagement and relationship building are meaningful and occur on a regular basis



MAKE YOUR BUDGET GO FURTHER

- ☐ Use the best people, regardless of they are located
- ☐ Delegate or automate repetitive or low-value tasks
- ☐ Hybrid office / work-from-home arrangement
- ☐ Bill 3rd party and contractor costs to capital projects
- ☐ Accurately account to joint venture partners for all costs captured under operating agreements
- ☐ Utilize predictable, transparent, value-based cost models rather than time-based
- ☐ Leverage experts who focus on one process



REMAIN AHEAD OF THE CURVE

- ☐ Embrace the use of artificial intelligence and machine learning
- ☐ Utilize a modern land software that is continuously kept up-to-date
- ☐ Feedback is routinely collected from all contributors and is implemented when innovating
- ☐ Build a Learning Organization: continuous training and development program implemented, professional association membership required, certification encouraged and rewarded



DELIVER MAXIMUM VALUE

- ☐ Go beyond operating within cash flow
- ☐ Time routinely dedicated to identifying opportunities to optimize or increase value of asset(s)
- ☐ Accurate answers at the ready – proactive, instead of reactive
- ☐ Optimize and automate processes
- ☐ Ready for anything at all times (buy, drill, sell)
- ☐ Performing at peak efficiency, whether oil is \$40/barrel or \$140/barrel
- ☐ Make Land the exemplary department of the organization

WANT TO LEARN MORE? GIVE US A CALL.